



The Shield

Vol. 2, No. 2

April 5, 2011

18th Medical Command (Deployment Support)

COMMANDER'S CORNER

Special points of interest:

- **New Dental Surgeon**
- **Job rights for Reserve Component Members**
- **124th Optometry Cambodia mission**
- **Pictures of the Quarter**

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Pacific Knights,

Key Resolve 11 is behind us, and it was a wonderful success. Anytime we can integrate PROFIS and Army Reserve Soldiers into our team is a precious opportunity for us to run on all eight cylinders, and I think we did it well. Furthermore, our tie-in with the 65th Medical Brigade and the 8th Army Surgeon's office was a critical step as we near the execution of Pacific Integration in October of this year. The 18th MEDCOM (DS) remains on an appropriate take-off profile for this big event.

Our biggest challenge in the near term is going to be our summer turnover of personnel. For the last two years, our ranks have been continuously growing with a steady stream of inbound gains and relatively few losses. However, this summer will see a large exodus of unit plank holders whose time has come to move on. In fact, if my math is correct, this missive is likely to be my last newsletter submission. Since I am a product of government schools, feel free to double check my math. Managing this summer turnover will require focus and dedication from every member of our team. Quick and thorough integration of new Pacific Knights will be vital as they jump into their new roles and help move the unit to the next level.

Our Super Bowl is coming up in August of this year. Ulchi Freedom Guardian 11 will be the certification exercise for the 18th MEDCOM (DS) attainment of "Full Operating Capability" (FOC). FOC means that both the Main Command Post and Operational Command Post have achieved a C-rating of 3 or better. It also means that the 18th MEDCOM (DS) is world-wide deployable and available for use in our Overseas Contingency Operations in the CENTCOM Area of Responsibility.



Colonel Erin P. Edgar

"Don't Ask / Don't Tell" repeal training is coming up with the first opportunities in April. It will be done in small groups, and I look forward to attending these training events with you. As our Army Chief of Staff, General George Casey, stated, ".....the intent of the training is for you to understand how we will implement the change in policy — NOT to debate its merits." I want to encourage lots of questions and discussions in these training venues, because we can all learn from each other. The bottom line regarding this repeal is that it will not have a negative effect on the 18th MEDCOM (DS); we will remain a medical team of teams and a Band of Brothers and Sisters both on and off duty.

I remain honored and humble to serve with all of you. See ya on the high ground!

PK6



Sergeant Major Carl Dwyer

First off, I want to thank each of you for what you do for our organization, and our Army. As I stated in the last newsletter the year is off to a high-speed start. Never the less, the 18th MEDCOMs performance has been nothing short of extraordinary. As I write this we are engaged in Exercise Key Resolve, despite the fact that most of you have not had a chance to shake the mud from your boots from the LTX at Bel-lows Training Area.

While the Pacific Knights have been focused on the "fight tonight" our great Army has introduced proposed policy changes in numerous areas to include personnel, promotions, retention, leader development and physical fitness just to name a few. Although we are extremely



Command Sergeant Major

busy, we cannot afford to not pay attention to what's going on around our Army. We now have new leadership in place as the Sergeant Major of the Army and USARPAC CSM. I encourage all Pacific Knights to get smart on our changing Army and the road ahead as the cheese is being moved.

As our Army is transitioning we must stay focused on the **Basic** tenant of taking care of Soldiers. Especially among our NCOs our two **Basic** responsibilities must always be uppermost in our minds; the accomplishment of our mission and the welfare of our Soldiers and their Families. We must ensure that these responsibilities remain at the top of our priority list.

I would be remised if I did not take a few lines to look back and point out a few of your great accomplishments since the last newsletter. Let's start off by congratulating Sgt. Marizol Salas and Spc. Lance Locke for being selected as the 18th MEDCOM NCO and Soldier of the Year for 2010. Both of these outstanding Soldiers went on to represent the command in the Pacific Regional Medical Command Competition where they both performed exceptionally. I am confident that later this summer they will head up USARPACs competition and win that also. Spc. Amanda Arroyo from G-1 has stepped up and claimed the honors as the Soldier of the Quarter for 1st Quarter 2011-HOOAH!! HHC and the 124th Optical Detachment performed superbly during both units training exercises in February. I would also like to send out another HOOAH to all the Pacific Knights that ran in the Great Aloha Sounds of Freedom Run last month. We had a great time running with our unit colors and the cadence sounded outstanding the entire 8.15 miles. Even Col. Leana Fox and Sgt. Maj. David Galati took a turn carrying the colors. Way to Lead from the front CLINOPS. Thanks again to everyone that participated and for representing the 18th! Last but not

least, we were all proud as Sgt. 1st Class Alicia Breeding was selected for promotion to master sergeant and Sgt. Alexander Champigny and Sgt. Taysia Jackson were both promoted to staff sergeant. Although the 18th has not reached full operational capability you were the first unit in the Pacific to undergo USARPAC's command inspection program and once again you excelled-job well done by all! This only further cements the 18ths value added contributions in this theater. The Pacific Knights continue to take on every challenge and mission as true professionals and the commander and I cannot thank each of you enough for all that you do. Please know that all your hard work and dedication is greatly appreciated!
One-Team Medical!
Pacific Knight-Seven Out!

18th MEDCOM (DS) Commander: Col. Erin P. Edgar

18th MEDCOM (DS) Command Sergeant Major: Sgt. Maj. Carl B. Dwyer

18th MEDCOM (DS) Chief of Staff: Col. Michael S. McDonald

18th MEDCOM (DS) Public Affairs Chief, Cpt. Jessie Romero

18th MEDCOM (DS) Public Affairs NCOIC: Sgt. 1st Class Rodney Jackson

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G1

NCO of the Year Sgt. Marizol Salas (center), G1 Strength Management NCO, was selected as the 18th Medical Command (DS) 2010 NCO of the Year. Salas represented the 18th MEDCOM during the Pacific Regional Medical Command NCO of the Year competition where she achieved runner-up. Salas is originally from Houston, Texas and has been in the military five years. Her goal is to become a command sergeant major.

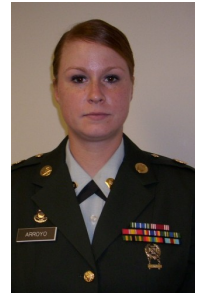


NCO of the Year Runner-Up Sgt. Jesus Duran (right), G1 Essential Personnel Services NCO, was the 18th MEDCOM (DS) 2010 NCO of the Year runner-up and NCO of the Quarter winner. Duran is originally from the Dominican Republic and has been in the military six years. His goal is to become a human resources sergeant major.

Soldier of the Year Runner-Up Pfc. Rayevaughn Powell (left), G1 Promotions Specialist, was the 18th MEDCOM (DS) 2010 Soldier of the Year runner-up and Soldier of the Quarter winner. Powell is from Myersville, Maryland and has been in the military 11 months. PFC Powell's goal is to become the Sergeant Major of the Army.

Soldier of the Quarter (Right) Spc. Amanda Arroyo, G1 Strength Management Specialist, was the 18th MEDCOM (DS) Soldier of the Quarter for 1st Quarter 2011.

Aloha SFC Martinez - G1 welcomes Sgt. 1st Class Christine Martinez as the Senior Human Resources NCO. Martinez arrived to the unit in February from Fort Carson, Colorado.



G1 participated in the Lanes Training Exercise (LTX) from 9-13 February 2011 at Bellows AFB. Salas conducted classes on Medical Evacuations in order to improve Soldiers ability to evacuate casualties from the battlefield. Duran conducted training on identifying visual indicators of an improvised explosive device to improve situational awareness in a deployed environment. Spc. Tanisha Hairston, a recent graduate of the Warrior Leader's Course, stated LTX solidified her Soldier skills proficiency. Right: Master Sgt. Eric Wimberly, G1 NCOIC, prepares to lead the convoy to Bellows to complete driver's certification.

Below: Key Resolve 2011 - Sgt. 1st Class Christine Martinez, Spc. Amanda Arroyo, Pfc. Rayevaughn Powell, Sgt. Marizol Salas, Lt. Col. Joseph Williams, Sgt. Jesus Duran, Maj. Kathleen Chung, Cpt. Randy Perry and Master Sgt. Eric Wimberly. Spc. Tanisha Hairston practices rope climbing for Air Assault competition.



G 2 & 3

The 2nd Quarter of FY11 started remarkably for the G3 and 18th MEDCOM (DS) as we hosted the Pacific Integration Medical Conference in January. This event proved to be invaluable to the 18th Medical Command and assisted to break barriers and make progress towards our Full Operating Capability with units and Headquarters in the Pacific Region. Additionally, we underwent our command inspection program conducted by USARPAC. The CIP proved to be beneficial to both organizations as we continue to make strides in system and process improvements. During the month of February, we participated in the Annual Lanes Training Exercise providing guidance and mentorship in leadership training in Warrior Tasks and Battle Drills. Additionally, we participated in the Key Resolve exercise Part A, which allowed many of our Soldiers to receive on the job training in their perspective sections.

The G3 continued to stay busy by going straight into Part B of the Key Resolve exercise which involved a simulated deployment of the Operations Command Post. The OCP performed convoy operations to Schofield Barracks and conducted training such as React to IED and Care under fire, thus enhancing the combat survival skills of the organization. Additionally the OCP conducted a set-up of the Early Entrance Command Post and provided familiarization of BASEX tents. Upon completion of these tasks the OCP personnel supplemented the Main Command Post, thus providing backfills and on the job training within their respective sections.



Upcoming Events

APRIL:

2-3 Battle Assembly (M-16 Range 3 April)

4-8 Semi-Annual APFT

11-15 BCS3 Training

25-29 CPOF Training

MAY:

2-25 May Terminal Fury/ STAFFEX

16 18th MEDCOM Training Holiday

21-22 Battle Assembly

As we go into the next few months, we focus our energy towards the next exercise in May. We will be conducting a STAFFEX in conjunction with Terminal Fury. We will focus on establishing our Early Entry Command Post and building the OCP main body as we continue to build our adaptive leaders.



Above: Sgt. 1st Class James Lee, G3 operations NCO, conducts care under fire training during exercise Key Resolve.

Left: 1st Lt. Steven Mitchell, deputy commander, HHC, conducts a convoy briefing before the unit movement during exercise Key Resolve.

The **G2** wants to remind us all to talk about Security and Individual Protective Measures with our families.

The Department of the Defense personnel and their families are considered symbols of power and prestige of the United States of America. Americans are particularly vulnerable to terrorist/criminal attacks, especially overseas. They are stationed on multiple continents, are generally highly visible, and our work is continuing all over the world. With this in mind, and with the help of the 18th MEDCOMs G2, constant awareness and good security habits, you can ensure that you and members of your family will be safe from any type of attacks.

Here are just some of the techniques www.militaryonesource.com recommends to help foster your situational awareness:

Keep a low profile: Blend into your local environment.

Be Unpredictable: Vary your routine and routes to and from work.

Be Alert: Do not discuss your military affiliation, only when asked by someone of authority.

Educate yourself: on the safe and proper use of emailing, and internet browsing. Do not open an email if you know the sender. Internet or cyber-terrorism is on the rise as technology grows in our homes.

Protect our Children: Teach them protection techniques and to report any incident

When we educate our Soldiers, civilians and families into the military's antiterrorism campaign, we directly attack the terrorist's greatest weapon: Fear and Ignorance of the unknown.

G4

At the start of the New Year, the G-4 section was off and running ready to support the Command and maintain our focus on achieving Full Operational Capability (FOC). The G-4 participated in the Pacific Integration Conference in early January held at the Battle Command Training Center (BCTC) at Schofield Barracks. Attending this conference provided the G-4 section with a greater insight on how we will provide seamless medical logistics support with our higher commands and sister organizations in the Pacific Region. Additionally,

select personnel participated in various training events and conferences across the world. Lt. Col. Gus Gogue attended the initial planning conference for the MEDLOG SMEE in Mongolia from 7-15 January. Maj. Benita Shults participated in Tendon Valiant 2011 Initial Planning Conference (IPC) from 17-28 February as the operations officer. Tendon Valiant 2011 is a multi-national medical readiness exercise and medical first responder course held in Indonesia. Finally, Cpt. Devin Woods attended the Support Operations Course (Phase II) at Fort Lee, VA from 24 January – 4 February where he trained on planning multifunctional tactical logistics.

We would like to farewell two outstanding Soldiers within the G-4 Ohana that will be moving on to brighter careers. Sgt. Kawika Bergau will PCS to Fort Riley, KS in March and Spc. Courtney Davis will work in the supply section of Headquarters and Headquarters Company (HHC). We wish them the best of luck and give our sincere gratitude for their hard work and dedication.



Left: Spc. Courtney Davis receives her farewell plaque from the G-4 Ohana recognizing her hard work and appreciation for her tireless efforts supporting the staff.



Above: The G-4 section conducts off-site training on 7 January, at the Tripler Army Medical Center material warehouse. The medical contingency stocks are utilized during humanitarian assistance and disaster relief operations.



Above: The G-4 section presented Sgt. Kawika Bergau with a longboard plaque in appreciation of his service to the 18th MEDCOM (DS).



Left: Lt. Col. Gus Gogue provides remarks during a farewell luncheon to celebrate Sgt. Kawika Bergau's departure on February 25, at Dave & Buster's. Aloha SGT Bergau!!!!

G6

As always, the G6 section has been keeping busy this quarter enabling the mission of the 18th MDSC by providing outstanding communication support.

Our section has been instrumental in ensuring the two training exercises held this quarter were a success. Master Sgt. Richard Meadows played a remarkable role during the unit's LTX in February, not only by providing quality communications support, but by always sharing his many years of vast military experience not only with Soldiers, but with peers and superiors alike. He is a "go-to" NCO, and not only for his superior knowledge with regards to communications, but with any other military topic as well. As a sergeant major selectee, he will be heading off to the Sergeant's Major Academy next quarter. He will be sorely missed. Another fine example of how the G6 section has provided superior communications support became evident during our most recent exercise, Key Resolve '11. This time, it was CW2 Michelle Stanley who earned the title of "Most Valuable

Player", demonstrating outstanding initiative by acquiring two Command Post of the Future (CPOF) computers for the unit. These machines proved to be invaluable to the 18th MDSC's ability to maintain situational awareness and provide the necessary medical command and control for USARPAC during the exercise. Her outstanding efforts ensured successful mission accomplishment for the unit, and earned her a Commanding General's coin. We are so glad to have her on our team!

In other news, Maj. Mark Kurowski is back from TDY to Fort Gordon to attend his Intermediate Level Education. Sgt. Alexander Champigny took some well deserved leave to spend some time with his family. Unfortunately, Meadows' had to go on emergency leave due to the passing of his brother-in-law. Our thoughts and prayers are with him and his family at this time.

Lastly, we would like to introduce two new members of our G6 team, 1st Lt. (P) Jason Remnet and CW2 Samuel Garay. Remnet is a reservist who has been attending our battle assembly's during this quarter. Garay just arrived, coming from Fort Knox, Kentucky. They both will be assigned to our Main Command Post. We are glad to have them and wish them and their families Aloha and a warm welcome.

G8

The federal government continues to operate during FY 11 under Continuing Resolution Authority (CRA) conditions. The extension was granted on 4 March for two additional weeks ending on 18 March. Under, CRA normal operations may continue at a rate not to exceed average daily FY 2010 expenditure levels and at a minimum essential rate. We are optimistic that the house and the senate can come to some resolution to pass an appropriation bill by the end of the 2nd Quarter. If the CRA is extended, additional guidance will be provided by higher headquarters.

MEDCOM released funding guidance in March for Operations and Maintenance, Army program. This funding guidance is normally published at the beginning of the fiscal year. Due to the rapid changing environment and political pressures to reduce our budget deficit guidance was very late in publication.

Key Resolve 11 exercise was conducted during this quarter. The G8 section was actively engaged in providing funding support for all our professional filler system personnel participating in the exercise. Defense travel system cross organizations was provided to fund per diem and the servicing station was responsible for funding travel cost. In addition we had a team deploy to Korea with the CG as 18th Medical Command Commander. Key resolve exercise also provided the opportunity for our Main Command Post PROFIS officer to participate and gain a better understanding and appreciation of the complex financial operations in a deployed environment.

General Funds Enterprise Business System (GFEBS) continues to be a command priority with a deployment go-live date of 1 April. Roles and personnel have been identified and a training schedule developed for mandatory Computer Based Training as well as Instructor Lead Training at Schofield Barracks. It is essential for identified personnel to complete all required training. Your role cannot be performed without being credentialed. To date, we are tracking to meet mission requirements.

The Management Internal Control Program (MICP) is a command interest in the Resource Management office. Mr. Adams, budget analyst, continues to be the Internal Control Administrator. With staff input, he developed an organizational Internal Control Evaluation 5-year Plan (ICEP) for the organization for FY's 11-15. A bi-weekly matrix continues to highlight the status of quarterly reviews required by the sections. This has been an effective tool of holding the department chief accountable to have them completed and submitted.

A PBAC is scheduled for mid-April to review our mid-year funding posture. The committee will review all staff section status of funds and make any necessary funding adjustments to ensure full execution of our OMA and OMAR funding.

Maj. David Marquez attended the Deployed Operational Resource Management Course at the Finance school at Fort Jackson. The course was in direct support of Full Operations Capable as much of the course instruction detailed financial management in a deployed environment. Topics included the Commander's Emergency Relief, Humanitarian Assistance, and Security Funding. Money As A Weapons System (MAAWS) publication provided current SOPs used in theater.

Sgt. (P) Clayton Jennings has PCS'd (15 Mar). The G8 section would like to wish him well and thank him for all his hard work and effort supporting the organization's mission. HOOAH!

G9

CIVIL AFFAIRS PARTICIPATES IN THE MID PLANNING CONFERENCE FOR LIGHTNING RESCUE 2011

Lt. Col. Fred Davidson and Maj. John Yoshimori attended Mid Planning Conferences for the upcoming Lightning Rescue 2011 Exercise. The conference was attended by representatives from the Army, Navy, Air Force, Emergency Management, Fire, Law Enforcement, FEMA, Public Health, and other state agencies.

The purpose of the conference was to prepare and respond to emergent Pandemic Influenza (PI)/ Infectious disease (ID) threats in an interagency operational environment. The Main Command Post focused on agency emergency response operations, stakeholder coordination, and agency emergency plans.

The G9 Section continues to support the Theater Security Cooperation Program (TSCP) Missions. Davidson will serve as OIC and team leader for a Nursing Subject Matter Expert Exchange (SMEE) to be conducted in Mongolia at the Mongolian Armed Forces Hospital. The team will consist of nurses from the 18th MEDCOM (DS) and Tripler Army Medical Center (TAMC).

The G9 Section will continue to be busy during the next quarter with final planning conferences for Makani Pahili 2011, Lighting Rescue 2011, Defense to Support Civil Authorities (DSCA) training, and Bilateral Military Medical Operations in Vietnam. Stay tuned!



Dental Surgeon

The Pacific Knights welcome Lt. Col. Lillian Landrigan as 18th MEDCOM Dental Surgeon.

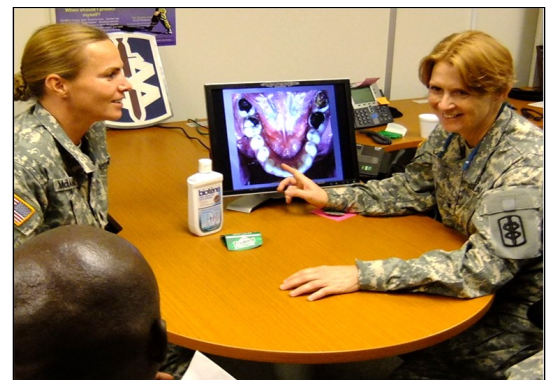
Landrigan's dental expertise allows greater flexibility in mission planning for ongoing humanitarian missions as well as coordination of dental health support for Army theater operations. She also promotes dental health support for 18th MEDCOM (DS) Soldiers.

Keeping the Bite in the Fight

Landrigan's focus will enable theater-wide deployment of the latest dental disease prevention strategies. Research into dental disease has provided more options for dental disease prevention and treatment. Various studies show diet is more significant than one's brushing habits. Saliva flow is also very important along with the type of mouth bacteria. These factors along with a Soldier's access to regular dental care, dental hygiene practices and fluoride use determine the risk of getting new cavities.

It's about Risk

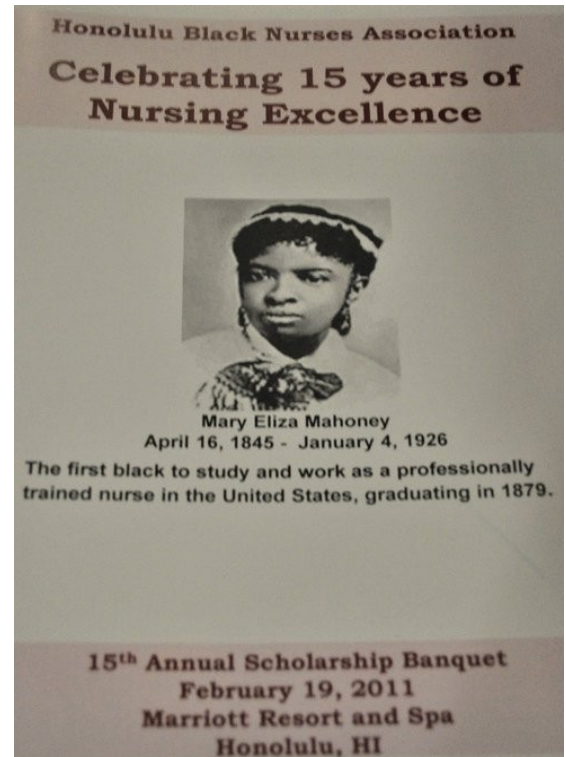
In the past, annual dental exams classified Soldiers as Dental Readiness Class- 1,2,3, or 4. Now soldiers are also given a Caries Risk- (*Low, Moderate and High*). This risk assessment predicts the probability of new cavities. Using it, dentists coordinate a treatment plan using chemotherapeutic, antimicrobial and surgical treatment eliminating the dangerous bacteria BEFORE tooth destruction. This is a very different way of treating dental disease. By preventing cavities and protecting deploying soldiers from rapid dental decay in theatre, Soldiers are better able to meet the challenges of a wartime environment.



Clinical Operations

We had an amazing team of professional filler (PROFIS) officers and senior enlisted personnel join us for Key Resolve 2011. Want to thank each of them once again for their expertise and strength they brought to the Professional Services Section (aka) Clinical Operations.

On February 2, the U.S Army Nurse Corps (ANC) celebrated 110 years of excellence serving troops and their family members across the globe. In recognition of this privilege, Col. Leana Fox, chief Clinical Operations, Lt. Col. Davidson, army health nurse, civil affairs, and Sgt. Maj. David Galati, clinical operations sergeant major, members of the ANC, hosted a morning social for the staff in recognition of the special occasion. It was fantabulous. Col. Erin P. Edgar, commander, 18th MDSC, read a special message from Lt. Gen. Eric B. Schoomaker, the Army Surgeon General, to the staff. Col. Michael S. McDonald, chief of staff, 18th MDSC, indulged the group by reciting the lyrics of the ANC song and Davidson led the Army Nurse prayer. Fox discussed the highlights of the ANC history, its creed, and motto. Galati show cased the poster board display of ANC achievements. Memorable experiences exchanged with lots of laughter, high fives, and huge chunks of cake eaten by Edgar, Galati, and Maj. Jacob Dlugosz, G3 operations officer. They put away some cake. It's true (Ha! Ha!).



Cake cutting in recognition of the U.S Army Nurse Corps (ANC) 110 years of excellence celebration: (From left) Col. Erin P. Edgar, commander, 18th MDSC, Col. Leana Fox, chief, clinical operation, Lt. Col. Fred Davidson, Army health nurse, civil affairs, 18th MDSC and Sgt. Maj. David Galati, sergeant major, clinical operations.

February 29, 2011 Col. Leana Fox, chief, clinical operations, served as the guest speaker at the Honolulu Black Nurses Association Annual Scholarship Banquet honoring and celebrating 15 years of excellence of advocating the health care needs for African Americans and other members of the community, volunteer services, public policy development, research, and youth mentorship. One hundred and eight people attended the event with representatives from the Governor's office, local churches, universities, organizations, fraternities, and sororities.

Theater Patient Movement



This past quarter has been a busy time in TPMC. Spc. Ladana Wagner, patient administration specialist, graduated from the Warrior Leader Course. In this course she was evaluated on her role as a squad leader during garrison and field operations. Overall this course has enabled her to sharpen her skills as a soon to be Noncommissioned Officer.

Left: Spc. Wagner represented 18TH MEDCOM with Sgt. Maj. Carl B. Dwyer, 18th MEDCOM (DS) command sergeant major during the USARPAC Change of Responsibility/Retirement Ceremony.

Medical Proficiency Training continues at Tripler Army Medical Center with our patient administration specialist counterparts. Specifically, Spc. Frank Fabian developed his skills in patient movement by assisting in the Air Evacuation office, working directly with the Army, as well as joint service patient movement

technicians. This training allowed him to experience the total picture of patient care from battlefield operations, evacuations, and higher levels of medical care.

Sgt. 1st Class Debra Major, NCOIC TPMC and Sgt. Jason Hart, patient administration specialist, TPMC were key organizers for the 18th 2011 Lanes Training Exercise (LTX). Major was designated as the Safety Officer and Hart as an Opposing Forces (OPFOR) member. After months of planning, execution of the LTX involving 83 personnel and was a great success.

Cpt. Timothy Godbey underwent a USARPAC Safety inspection and was recognized on behalf of the USARPAC commander for an outstanding safety program for 18th MEDCOM (DS).

Hart, Wagner, and Fabian provided support to the Nation Football League PRO BOWL here in Honolulu. Their direct support made it possible for 30 dancers to perform during the Pre-game show and helped to deliver an outstanding performance that was televised nationally.



U.S. Transportation Commands Global Patient Movement Requirement Center (GPMRC) visited Hawaii 14-17 Feb. During this visit, TPMC collaborated with GPMRC on upcoming exercises and attended TRANSCOM Regulating and Command & Control Evacuation Systems training.

Congratulations to the ladies of TPMC !!!! They took the challenge of running the Great Aloha Run and had FUN doing it!!! Afterwards, they celebrated with a BIG and HEARTY pancake breakfast.

Cpt. Mavlyn Bazil is not new to 18th MEDCOM (DS), but we welcome her new to the TPMC team.

From left: Master Sgt. Debra Major, NCOIC TPMC, Spc. Ladana Wagner, patient administration specialist, TPMC, and Cpt. Mavlyn Bazil, TPMC officer during the 2011 Great Aloha Run.

Staff Judge Advocate

Job Rights of Reserve Component Members

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), signed into law on 13 October 1994, protects the job rights of Reservists and National Guard personnel. USERRA is a comprehensive revision of the federal law of veterans' employment rights. It applies to virtually all employers and protects the rights of those who serve with the regular components, reserve components, and National Guard when in the federal service.

Which employers are covered by USERRA?

USERRA applies to all private employers, the states, and all branches of the federal government. There is no exception for small employers. USERRA also applies to union hiring halls and similar entities to which employers have delegated employment-related responsibilities. If an employer can prove that reemployment is impossible, is unreasonable, or would impose an undue hardship on the employer, the employer need not reemploy the soldier, but the employer has the burden of proof.

Who is eligible for USERRA protections?

To obtain USERRA's protections, a soldier must pass each element of a five-part test.

Job. The soldier must have had a civilian job before the period of active duty in question. All jobs are covered, except jobs "for a brief, nonrecurrent period and [in which] there is no reasonable expectation that such employment will continue indefinitely for a significant period."

Notice. The soldier must give advance notice to the employer before leaving for active duty. Notice can be oral or in writing; but obviously, written notice is easier to prove. The soldier's commander or another appropriate officer may also give notice for the soldier. This "notice" is not a "request;" the employer can not

refuse permission for an absence.

USERRA also addresses the rare circumstances when notice isn't required, such as for a classified mission, or when notice is impossible. A soldier should provide as much advance notice as possible. There have been cases where courts upheld the firing of soldiers who withheld notice of active duty for training until the last moment.

Duration. All soldiers are entitled to five years of protected absence. Absences with any one employer are cumulative, and include any absences protected under prior law (The Veterans' Reemployment Rights Act). The soldier can exclude certain absences from the five-year limit: most periodic and special Reserve and National Guard training, most service connected with war or national emergency, and certain other absences.

Character of service. The soldier must receive an honorable or general discharge for the service in question. Soldiers with less favorable discharges or who were dropped from the rolls because of AWOL or desertion, aren't protected by USERRA. If the period of absence was 31 days or longer, the employer is entitled to ask the soldier for proof of character of service.

Timely request or reapplication for work.

The soldier must return to work within a reasonable period of time after completion of service. The definition of "reasonable" depends on how long the soldier was gone. For absences of up to 30 consecutive days, the soldier is entitled to safe travel time from place of duty to his or her residence, plus eight hours of rest. The soldier must "report" to work at the beginning of the first normal shift on the full calendar day following this period. For absences of 31 to 180 days, the soldier must "apply" for work not later than 14 days after completing service. USERRA doesn't require that applications be in writing, but it is a good idea. Soldiers should make clear that they are not applicants for new employment, but rather had previous positions and left work to perform mili-

tary service. For absences of 181 days or longer, the soldier must apply for work not later than 90 days after completing service. Soldiers returning from absences of 181 days or longer should make a written application, and make clear that they left a previous position for military service. Extensions are possible if the soldier was hospitalized for or convalescing from a service connected injury or illness, or was otherwise unable to meet the time requirements above for reasons beyond the soldier's control. Soldiers who don't meet the time requirements don't automatically lose the protections of USERRA; rather their cases are determined under the employer's ordinary absence and disciplinary policies.

For more Information please go to the following website or contact your local Legal Assistance Office at 655-8607 or 438-6725. You can also contact the Legal Office at 18th MEDCOM (DS) at 438-1670/1671

<https://www.jagcnet.army.mil/852573F600760E8C/0/8453E9D0A2934FB1852573EF004D3D57?opendocument>

Family Readiness Support

The Family Readiness Support office would like to express sincere appreciation for the support that you have given.

April is the Month of the Military Child and also Child Abuse Prevention Month.

- 17th Annual FunFest and ITR Travel Fair 23 April 2011 Sills Field, Schofield

- In celebration of the Month of the Military Child Schofield Bowling center will be offering FREE Shoes to Military Children 18 and under for the month of April.

Please feel free to share your ideas on how you feel that the FRG could better serve the Soldiers and Families. If you are still interested in becoming a member of the FRG, please feel free to contact either myself or Greg Wolcott at (808) 342-8214 / greg97365@yahoo.com.

Arica Urena, 18th MEDCOM (DS) FRSA, (808) 438-4734, arica.urena@us.army.mil

~Family Readiness is not only a concern of the Soldier, but also the organization~

Chaplain's Pew

Change in Healthy Families

Change is a normal part of our lives. Children change as they grow up, adults change as they pass through various life stages, and families change. Family health depends upon the ability of the family to adapt to change. Families need to expect change.

When one of the family members has a new need, this usually requires a change in the role and jobs of the family members, for example, a couple may have to change some of the ways they do things because they are expecting twins. Even positive change like a marriage or the expected birth of a child can sometimes be upsetting and painful to a family. What may be exciting and challenging for one family member may mean a sense of loss for another, as when an adult child moves away from home.

Change is most upsetting for families and individuals when they resist and avoid it and want to keep doing things the way

they have always been done. If a family expects change and works together to find new ways to be together, they are less likely to get stuck, for example, having a new baby means it is harder for a young couple to have time alone for fun together. So some couples give up or put off having time alone.

A helpful way to think about change is that it is a time that the family is adding new skills and experiences to move to the next stage. It may be necessary to add new resources as well. So, instead of moving out of a house because it is too small to meet the expanding needs of the family, the family adds some new rooms onto the house. For the family expecting twins, they may need to consult with other parents of twins (a new resource). They may also need to change the rules about how jobs get done in the house (older children learn new skills). The parents may need to practice listening to each other and co-operating more.

General Rules for Change

Expect change.

Stress is the signal that a change is needed.

Expect to feel resistance in yourself and others.

Take one step at a time.

Use outside help when you get stuck.

We can all expect to experience many changes in our lives. I encourage you to embrace changes in life and discover your talents and things about yourself you may have not known.

Pacific Knights!

Upcoming Events

Strong Bonds 12-14 June

Headquarters & Headquarters Company

by CPT Vickie Wolcott, HHC Commander

Greetings HHC!

Over the last few months, we have welcomed many new Soldiers and their families to the HHC. Sgt. 1st Class Elvin Arroyo (EOA), Sgt. Tiffany Cogburn (124th OPT), Sgt. Anthony Curbelo (124th OPT), Maj. Jacob Dlugosz (G3), Sgt. Michael Fernandez (Chaplain's Asst), Warrant Officer Samuel Garay (G6), Sgt. 1st Class Christine Martinez (G1), Lt. Col. Lillian Landrigan (Clin Ops), 1st Lt. Jason Remnet (G6), and Cpt. Jessie Romero (PAO) are the newest members of the Pacific Knights. We also farewelled some great Soldiers - Sgt. Kawika Bergau (G4), Sgt. Cristy Fielding (G1), Spc. Ashley Ford (Motorpool), Warrant Officer Joseph Herold (G6), Sgt. Clayton Jennings (G8), Col. Coswin Saito (DCG, Clinical Services), Master Sgt. Pamela Stovall (Clin Ops), and Staff Sgt. Angelina Tauanuu (G1).

The 18th MEDCOM (DS) named the Soldier and NCO of the Year at an awards ceremony on Jan 28th. Spc. Lance Locke

is the 18th MEDCOM (DS) Soldier of the Year and Sgt. Marizol Salas is the 18th MEDCOM(DS) NCO of the Year. Congratulations to the NCO and Soldier of the Year and all of the competitors.

The highlight from the 3rd Quarter was the Lanes Training Exercise (LTX) in February at the Marine Corps Training Area - Bellows, where we trained on convoy and security operations, honing Soldier war-fighting skills. The event was an overwhelming success. Leaders worked hard to execute excellent training for our Active Duty and Reserve Soldiers. The cooks kept us well feed, working hard to provide two delicious hot meals a day. 1st Sgt. David Allegretti, 1st Lt. Steven Mitchell, and I would like to sincerely thank all of the Senior NCOs that volunteered their time to come out and help run the event and we would like to commend all of the participants for your hard work and dedication.

The next large scale event in the 18th MEDCOM (DS) is the Terminal Fury Staff Exercise, occurring 20-25 May. As with all staff exercises, many Soldiers will be on 12 hour shifts to support 24 hour operations.

Army life can be stressful for Soldiers and families. The 18th MEDCOM (DS) has a Military & Family Life Consultant (MFLC) assigned to us to provide assistance in dealing with the stresses of military life. The MFLC is a licensed clinical counselor available to provide short term, situational, problem-solving counseling services to our Active Duty and Reserve Soldiers and Families. Services are confidential and private. If you would like to talk to the MFLC, please call (808) 222-7088 to setup an appointment.

PACIFIC KNIGHTS!

18th MDSC Family Readiness Group

By Greg Wolcott, HHC FRG Leader

The Family Readiness Group (FRG) is in the process of receiving training, and organizing those who have volunteered to fill key positions within the FRG. The key to a successful FRG program is in the participation of many volunteers who provide mutual support and assistance, through a network of communications to family members. The FRG is not limited to married Soldiers and their Spouses; but involves anyone who supports our Active Duty and Reserve Soldiers.

We are still in need of volunteers to fill key basic positions for the FRG to function. At this time Key Callers are needed. The role of a Key Caller is as follows:

(1) to initiate and maintain contact with approximately 6-8 families in the Company on a regular basis to let them know that the system is working and to disseminate information to the Family members.

- (2) Receive phone calls of other FRG members and point them to resources for self-help.
- (3) Help to control rumors and gossip.
- (4) Pass on information to families from the FRG leader and the Command.
- (5) Report significant family readiness issues to the phone-tree committee chairperson or the FRG leader.

The HHC 18th MEDCOM now has a Virtual Family Readiness Group (vFRG). This is an easy way to stay informed but does not replace the above mentioned need for Key Callers. The vFRG provides the functionality of FRG in an online setting. Like an FRG, the vFRG offers families news from the Unit in a timely manner, access to information at a time convenient for you, up to date information on military and community resources, quick access to unit and FRG leadership, photos of deployed Soldiers, and frequently asked questions and answers. The Unit's vFRG can only be viewed by members who

are authorized by their Soldier and approved by the Unit. To access the vFRG, go to www.armyfrg.org and click on "Register." You will need your Soldier's full name, rank, unit name, and last four digits of his/her Social Security Number to register. Once registered, the unit will verify Soldier authorization and make the approval. Once the approval has been made you will receive an e-mail with information regarding use of the vFRG for the HHC 18th MEDCOM.

We would like to welcome and acknowledge the following new volunteer to the FRG: Abigail Stehulak, Secretary. Also thanks to Katie Godbey for her input and time while being the events chairperson.

We are committed to building relationships together that will enhance the support and well being within the Unit. I can be reached at greg97365@yahoo.com or 808 342-8214.

124th Optometry Team

by Lt. Col. Debra McNamara, 124th OT chief, 18th MDSC and Cpt. Drew Webb, physician assistant JPAC

Two archeological teams from the Joint POW/MIA Accounting Command (JPAC) arrived in the Kingdom of Cambodia in early February to search for Americans unaccounted-for from the Vietnam War. In addition to recovery efforts, U.S. and Cambodian medical specialists participated in a two week Health Engagement, focusing on women's health issues. The Health Engagement included 10 days of Subject Matter Expert Exchanges (SMEE) with the staff from Cambodian Referral hospitals located in the provincial regions of Kampong Cham & Kratie. The weekends offered four days of Medical Outreach events treating over 7,000 patients in rural and highly underserved communities. The SMEE events were part of the Asia Pacific Regional Initiative (APRI) program adopted by PACOM to support Theater Security Cooperation activities whereas the Medical Outreach Events fell under the umbrella of Humanitarian and Civic Assistance programs. This dual headed mission enable a specialized 12-person team of experts in varying specialties from Tripler Army Medical Center (TAMC), 18th Medical Command (MEDCOM), and Joint POW/MIA Accounting Command (JPAC) to provide general health care, optometry examinations and specialty care in women's health during joint U.S./Cambodian health engagements. During the two week event, the medical team conducted bilateral expert exchanges on topics of optometry, women's health, sports medicine, neonatal care and basic life support and resuscitation. The mission's huge success incorporated joint forces medical personnel made up of an Army optometrist, a Marine Corps physician, Army physician preceptors, physician residents, labor and delivery nurses and USAF medics working alongside Khmer physicians. "Slit lamp eye examinations and prescription of over 1200 pairs of glasses were the highlight of the weekend medical outreach events", said U.S. Army Capt. Drew Webb, an Army Physician Assistant and team medical team leader assigned to JPAC. LTC Debra McNamara O.D. of the 124th Medical Detachment (Optometry)/18th MEDCOM deployed to the Kingdom of Cambodia as a medical augmentee to the JPAC recovery team to provide optometric expertise to local Cambodian communities during the humanitarian assistance mission. LTC McNamara participated in Subject Matter Expert Exchanges (SMEE) with the ophthalmology staff at Phnom Penh Children's Surgical Center (CSC) and Kratie Hospital, working alongside Khmer ophthalmologists to diagnose and treat eye disease and provide post operative eye care. The 124th's team leader also worked closely with a local Khmer optometrist during the Medical Outreach events which reinforced

medical capabilities and benefitted both countries educationally and socio-culturally. "These activities were critical in the justification and approval process to secure APRI mission funding" said Webb.

At the close of the mission, LTC McNamara, MSgt Layton Robique, an Air Force Independent Duty Medical Technician (IDMT), Meata Torn-Pierce (Khmer translator), and Thieda Nhem (Khmer translator) elected to forgo rest and recuperation days to voluntarily treat underprivileged children at Phnom Penh's Future Light Orphanage (FLO), home of more than 287 orphans. Over 40 of the 200 children and staff examined received treatment in the form of glasses, medication, surgical referral and/or specialty care, which included a half an hour session of vision therapy for the 6 children diagnosed with convergence insufficiency. Ms. Phaly Nuon, Executive Director of FLO was very grateful and thanked the JPAC optometry team for their generous work and for, "spending valuable time to provide eye care to our children and staff."

During an interview a JPAC medical team member recounted a story of how Dr. McNamara broke through cultural sensitivity areas through her willingness and compassion to treat a senior community Monk with an eye exam and prescribe desperately needed reading glasses. The mass of Cambodian people awaiting care, parted, bowed and were silent as the Monk travelled down the congested road towards the Medical Outreach event. He was an extremely respected and high ranking community individual that humbly sought care for a debilitating eye complaint. He was extremely depressed at being unable to continue reading and studying his religious scriptures. For his entire priesthood life, this man had never been touched by the hands of a woman. Dr. McNamara was able to break through the cultural and religious barriers, with extreme sensitivity and respect to provide critical healthcare that changed this patient's quality of life. This was a huge step in solidifying US-Khmer relations in the local region.

The US/Khmer optometry team provided eye care to 873 patients, prescribed 702 pairs of prescription glasses, 500 pairs of sunglasses, 368 prescription

medications and referred 36 patients to the CSC to receive surgical correction for cataracts, glaucoma, pterygium, tumor, and strabismus.

"LTC McNamara treated close to 1,000 patients in a two week period with the majority of the 70 referrals to the Children's Surgical Center for surgical corrections, coming directly from her specialty", boasted Capt Webb.



Pictures of the Quarter

Japan

Support

Left: Soldiers gathered to wish Lt. Col. John Vetter, G3 operations officer and Master Sgt. Andrew Crawford (center), G3 operations NCO well as they deploy in support of Pacific Commands operation Tomodachi to Japan relief efforts following the earthquake and Tsunami off the eastern coast of Honshu, Japan, in March.



Left: One week later Sgt. Jason Hart (center), patient administrative NCO was also sent off by staff and his wife, Spc. Berenise Hart (center), patient administrative specialist, Tripler Army Medical Center to support relief efforts.

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PACIFIC KNIGHTS

Check out our Website, Facebook and Flickr pages: www.usarpac.army.mil/18thmedcom, 18th Medical Deployment Support Command, and eighteenthmedcom.

18th MEDCOM Mission Statement

Command and control assigned and attached medical units to provide comprehensive and flexible Army Health System (AHS) support throughout the US Army Pacific (USARPAC) and across the full spectrum of operations.

Summer Safety

Summer is a very dangerous time of year for the Army with notable increases in off-duty accidental fatalities.

To help protect our Band of Brothers and Sisters during this high-risk time of year, the U.S. Army Combat Readiness/Safety Center launches the 2011 Safe Summer Campaign. This year's campaign, which runs April 1 through Sept. 30, encourages every member of the Army Family to get out and enjoy all that summer has to offer, but to ask yourself "what have you done to save a life today?"

This campaign site offers posters, videos and feature articles on several summer safety topics including grilling and food preparation, travel, swimming, and ATV safety. These products are meant to bolster your command's existing safety program by providing information on topics which your Soldiers, Family Members and Civilians may enjoy during their off duty time.

The U.S. Army Combat Readiness/Safety Center stands ready to support you this summer in our collective mission to safeguard our most precious resource, our Soldiers, and, in doing so, keep our team Army Strong. Please encourage your Soldiers to "Take 5" this summer, by looking out for each other and protecting our Band of Brothers and Sisters.



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